

SUPERGRADE PROMOTIONS

Wednesday - 11 July 1979

- Congratulations - advancing/entering - distinguished - important step in career

- Pleased note

*53 promotions here - makes total 94
supergrade promotions this fiscal year. Compares
with 66 last year & only 37 year before.
Dir Note - up across all grades
Up Women/Minorities*

- As each take step closer to top of our organization - concerns/
responsibilities continue to broaden -

Your outlook increasingly must extend to whole Agency -

not just one division or directorate -

- I believe you who are assuming these increased responsibilities
today do so at exciting/important period life our Agency. This
is a time of significant change -

Since you have many years left to serve us -- you will see us
through the changes that are so much around us -

Your ability to chart our course in a period of evolution will
determine future health of the Agency. For instance, look
increased degree of regulation we're subjected to:

- * 2 new EO's last four years
- * Surveillance Act
- * Increased oversight - being actively/aggressively carried out
- * Charter debate
- Look ^{also} at Goldfish Bowl in which operate
 - * FOIA
 - * Leaks
 - * Aggressive Press
 - * People like Agee/Covert Action - working hard to expose us
 - * ~~Increased openness on our part - studies/interviews~~
- Look - increasing demands - one hand, SALT mil emphasis - other, contribution oil situation -
- Whether you measure up these new environments - truly lead Agency so shape these circumstances to our advantage rather than let them shape us

Surely at some time you must help us resist excesses of leaks and over direction within Exec or from Congress

Working:

FOIA

Agee

Gray mail

More \$ work system

Kampiles - ^{security consciousness -} new codeword system

Must tap benefits of oversight - more considerable every day - go bat for us

Build some interest in support of public in part result willingness be more forthcoming

But recognize - never going to be like good old days

Nor should want to be

Domestic scene has changed

World environment has changed

We must change with them - & much will depend on how
flexible and open-minded you are. Leaders don't look
backward.

They take best from past - & build for future

- We have a lot going for us from our past
 - * Excellent reputation for quality work
 - * Capabilities to keep performing that quality of work
 - * Mission more important than ever
 - * Superb people

- Depending on you to
 - * Think broadly of what's best for whole Agency
 - * Be imaginative/innovative
 - * Exact through example the highest intellectual and ethical standards of your people
 - * And most of all - remember the key to leadership is looking after your people - our single most important asset.